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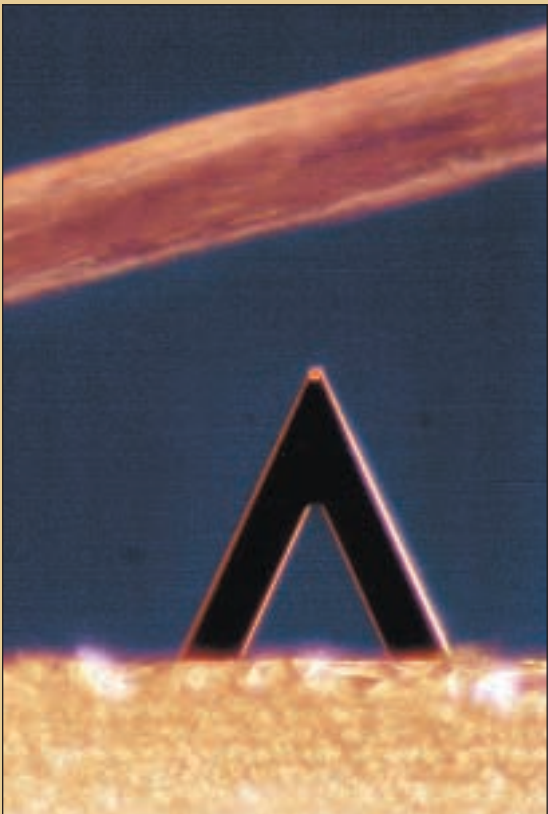
Vol. 29, No. 12

Lab scientists to showcase research

By Anne M. Stark
NEWSLINE STAFF WRITER

The study of nanoparticle contaminants traveling through water and soils. A pathogen detector smaller than a human hair that can detect chemical and biological toxins. An atom-counting technique that can detect very small amounts of long-lived radioactive elements like plutonium and uranium. These are just a few of the research projects highlighted as more than 50 Laboratory scientists descend on Anaheim next week for the 227th American Chemical Society National Meeting. Annie Kersting of the Chemistry and Materials Science Directorate is co-organizer of a symposium on “Colloid-Facilitated Transport of Contaminants in the Subsurface: The Life and Death of a Colloid.” Colloids are particulates less than a micron in size found to transport contaminants. “We really want to characterize these nano-particles, understand how they travel and the human hazards associated with them,” Kersting said. “This has huge implications for Yucca Mountain and the international community.” Congress approved Yucca Mountain as the nation’s single nuclear waste depository site. Kersting said there is international interest in the work

See **RESEARCH**, page 7



A micro sensor (pyramid-shaped object) is smaller than the size of a human hair (above), and can detect chemical and biological toxins in fluids.

Performance Management system improvements continue to be implemented

The Laboratory continues to strive to enhance the work environment for all employees. Over the past few years new programs have been created while others have been revised. These changes were brought about, in part, by the directorate workforce reviews, Survey Action Team initiatives and brown-bag discussions between the Laboratory Director and employees. The need to improve, or in some cases, replace existing programs to enhance the overall work environment is a shared commitment of the Senior Management Council (SMC), with strong person- See **WORKFORCE**, page 8

Emergency exercise proves employees remain vigilant

The well-planned pieces were set in place. The scenario had been scripted. The injects had been timed. And the simulated explosive devices had been placed in an electrical yard. All the elements waited in ready for the official kickoff of “Securex ’04,” this year’s annual emergency response exercise that involved See **EXERCISE**, page 8

Brother of the Unabomber to discuss details of case in Laboratory presentation

By Jeff Morris
TID

What does it take to do the right thing, when it’s the hardest thing to do? What if there’s a good chance that a coworker or a close friend will be affected by your decision? What if it’s your brother? The chain of events leading to the arrest of “Unabomber” Theodore Kaczynski began with a nagging feeling that his younger brother, David, and his sister-in-law, Linda, had. The Unabomber’s ideas, language, and also his whereabouts when the bombings occurred struck a chord with them. David approached the FBI, hoping the Bureau would prove that their suspicions were unfounded and that Ted was innocent. Instead, the FBI investigation and the sub-



See **UNABOMBER**, page 5

Weapons program’s Chuck McDonald dies

Charles “Chuck” Alexander McDonald Jr., an E.O. Lawrence Award recipient and former Laboratory associate director at large, died at his Southern California home March 17 after a 23-year battle with cancer. He was 75. “Chuck’s many contributions to the Laboratory and the nation are enormous and the legacy he has left will keep his memory alive for many decades to come. Personally, he was a mentor to me and I will always consider him as a true patriot,” Director Michael Anastasio said. Former Director John Nuckolls



Chuck McDonald

recalled McDonald’s remarkable abilities as a leader. “I was privileged to be a collaborator and friend of Chuck McDonald for 50 years. He was a strong leader, a powerful proponent and defender of the Laboratory and its national security programs,” Nuckolls said. “He left no stone unturned in seeking the best possible solutions to important problems. He never allowed himself or those around him to duck the hard issues. His excellence, commitment, and integrity See **MCDONALD**, page 7

Dynes to seek feedback from employees in Web chat

UC President Robert Dynes invites Laboratory employees to join him for a Web chat at 10 a.m. Tuesday, March 30. In an open letter to employees published in Wednesday’s *NewsOn-Line*, Dynes said: “While I am continuing to visit all the laboratories and the campuses as often as I can, Web chats allow me to listen to

concerns, answer your questions and share ideas about the University and the laboratory’s future more frequently.” To join the Web chat, visit: <http://www.universityofcalifornia.edu/president/labchatinvite.html>. (Note: to join the chat, you may need to download the ParaChat plug-in.)



Reflections on a successful career — Page 3



A new leader for environmental restoration — Page 5



UC contract Websites go online — Page 8



LAB COMMUNITY NEWS

Weekly Calendar

Technical Meeting Calendar, page 4

Saturday 27 The **LLESA Bowling Net-working Group** is hosting a department challenge today at Granada Bowl in Livermore. Teams are to be five members of any combination — men, women or mixed. Individual bowlers will be placed on teams. New bowlers are welcome and no average is needed. This event begins at noon and cost is \$11 per bowler, which includes three games, rental shoes and pizza. A perpetual trophy will be awarded to the winning team. For more information, contact Keith Coffee, coffee3 or 3-2292, Greg Repose, repose1 or 3-7294, Julie Fone, fone1 or 3-4730, or Lori Grebil, grebil2 or 2-9210.

Tuesday 30 The **LLESA Apple Computer Networking Group** will meet tonight at 7 p.m. in the LLNL Discovery Center Press Room. Anyone with an interest in Apple computers is welcome to attend. For more information, contact Jim Branum, 2-6766.

Thursday 1 Enrollment in **French classes** begins today. Employees who travel to France or host French-speaking visitors may want to sign up for one of the beginning, intermediate or advanced level French courses. These courses will provide the foundation of the French language by focusing on grammar and conversation. The instructor uses a combination of textbooks, workbooks, audiotapes and videotapes to teach skills needed to carry on conversations (or just ask for directions) with French-speaking people. As with any foreign language, French is not a language that can be learned in one quarter. Many students return year after year to become fluent. Course length varies from 2-3 hours per week for 12 weeks. Limited space is available. For more information or to determine your fluency level, contact Anne Marie, 2-2518.

Up & Coming The Sunol 4-H is hosting its **38th annual pancake breakfast** on Sunday, April 4, from 8 a.m. to noon at Sunol Glen School. Breakfast includes scrambled eggs, sausage, pancakes, juice, milk and coffee. The event includes a bake sale, plant sale and silent auction. Cost is \$5 for adults and \$4 for children. Tickets will be sold at the door or can be purchased in advance from any Sunol 4-H member. For information or tickets, call (510) 676-5377.

... The Lab's **quarterly blood drive** will be held April 5-8 in Trailer 4675 (the old central cafeteria). Donors are encouraged to schedule an appointment in advance at <http://llesa.llnl.gov/> and clicking on the words "Blood Drive." Instructions for navigating the Red Cross Website are listed here. Individuals without Internet access can schedule an appointment by calling the LLESA Office, 2-9402.

BRIEFLY

Math and science tutors needed

Interested in math and science education? Then consider tutoring students in the local community. Tutors make a real difference by working one-on-one with young adults, and enjoy flexible scheduling and a small hourly stipend as well. For more information, contact Eva at 998-9408.

American idioms course offered

Idiomatic speech is tricky for non-native speakers. American business idioms (ED7815) is designed for non-native speakers of English who have an intermediate/advanced knowledge of English. This one-day workshop is scheduled for April 5, at the Training Center (Trailer 1879) from 8:30 a.m. - 4:30 p.m. The cost is \$250-425 depending on the number of participants.

For a complete description and to enroll you may sign up online at: https://www-ais.llnl.gov/llnl_plsql_lb_web_ll/lrc_ctlg_pg1.lrc_get_course_info_pr2?CourseNo=ED7815 or contact the Employee and Organization Development Division, 2-4842.

Retirement planning workshop

Space is still available for the two-day Comprehensive Retirement Planning Workshop, April 7 - 8, in the Bldg. 123 auditorium. This workshop, offered by the Benefits Office, is designed especially for those within 10 years of retirement. It will provide participants with a complete overview of the benefits from the University of California Retirement Plan, including eligibility requirements for continuing health benefits after retirement. The

workshop will also provide a comprehensive look at Social Security and Medicare, long-term care, investment options after retirement, estate planning techniques, and "career" alternatives after retirement.

To register online, go the Website at <http://www.llnl.gov/llnl/02employment/benefits/benefits.htm>. The cost for the workshop is \$95. Employees may register their spouse to accompany them at no additional cost by calling the Benefits Office, 2-9957.

UCOP calls for proposals

A call has been issued from the UC Office of the President for Campus-Lab-Collaboration (CLC) and Campus-Lab-Exchange (CLE) proposals. The RFP can be downloaded at <http://labs.ucop.edu/internet/research/>.

Proposals are due April 30. For more information, contact Harry Radousky, 2-4478, or Brenda Foster, 3-8257.

Science workshop offered for girls

MECCA, an after school enrichment program for high school girls in the Tri-Valley, is sponsoring a free evening science workshop for 7th and 8th grade girls next Tuesday, March 30, from 7-8:30 p.m. at Amador Valley High School Library. LLNL employees will be partnering with local school teachers to conduct workshops. Hands on workshops include: Web page design, Pathology, Investigative Fingerprinting, and Biotechnology. To sign up, contact Ginny McGaha at 455-4800, ext. 109 or email her at gmchaha@tvrop.org.

IN MEMORIAM

Bruce Churchill Curtis

Bruce Churchill Curtis, a computer scientist working in the Center for Applied Scientific Computing, died March 14 in Livermore of melanoma. He was 47.

Curtis worked at the Lab for more than 23 years. During his career he won high-performance computing's most prestigious honor, the Gordon Bell Prize, for two consecutive years, in 1999 and 2000.

Curtis was born in Ann Arbor, Mich., and was raised in Connecticut and Arizona. He earned his bachelor's degree in computing from the University of Arizona and his master degree in computing science from Purdue. He joined the Lab after working a short stint with a Southern California company.

Curtis enjoyed coaching Little League, watching baseball, fishing, playing clarinet and oboe, and spending time with his Labrador.

Survivors include his wife, Barbara Herron, who also works at the Lab; son, Alex Curtis; parents Mitzi and Dick Curtis; and sister, Valerie Curtis.

A memorial service is pending. Contributions in his memory may be made to the American Cancer Society, at www.cancer.org, or Trout Unlimited, 500 Wilson Blvd., Suite #310, Arlington, VA 22209-2404.

Fred K. Honour Jr.

Fred K. Honour Jr. died March 23 at his home in Livermore. He was 77.

He lived in Livermore for 46 years and worked at the Laboratory for 28 years in security. Following retirement in 1988, he worked for the

Department of Energy as a consultant.

Honour served as a special agent in the FBI under J. Edgar Hoover during the 1950s. He also served in the U.S. Navy during WWII.

He was a devoted family man who enjoyed music and traveling. He was an accomplished violinist and active in local music circles.

He is survived by his wife of 50 years, Dorothy; sons, Kenneth and Thomas, both of Livermore, daughters, Kathryn Stewart of Lilburn, Ga. and Nancy Cowling of Brentwood and eight grandchildren.

Memorial services are pending and burial will be private. For information on memorial services, contact Callaghan Mortuary at 447-2942.

Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

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Schuld shares secrets to a successful Lab career

By Linda Lucchetti

NEWSLINE STAFF WRITER

Joni Schuld's career path at the Laboratory has escalated her from the secretary pool to the Director's Office. Along the way she has received an associate's degree in business, chaired the Lab's Women's Association (LLLWA) Scholarship Committee, and organized an annual workshop that recognizes Lab administrative personnel.

When asked for advice about advancing in Lab administrative careers, Schuld sums up her belief in one word — networking. "Get involved. Volunteer. Get to know people," she suggests.

Schuld started at the Lab in 1965, rotating through a variety of departments, including Plant Engineering and Biomed. "I loved it. I was able to work in different places and at the same time learn more about the Lab," Schuld said. Later, she landed a job in the Weapons/ME Department where she remained for three years.

About that time, Schuld decided to work part-time, so she could stay home with a baby daughter and young son. "I appreciate how flexible the Lab has been during my career."

In 1976, Schuld joined the Physics Department, and for the next eight years, she held a variety of administrative positions within Physics. In 1984, she returned to full-time work and began supporting Bruce Tarter, who was the deputy associate director for the Physics Directorate. When Tarter became the deputy director for the Laboratory, she moved with him to the Director's Office and then became his special administrative assistant when he was named the new Lab Director in 1994.

"When I first moved to the Director's Office, Bruce gave me some advice. He told me that my job would be ongoing—that nothing would ever be completely finished. He was right," Schuld reminisced. "Every day, there was something new."

Highlights of those days include the excitement generated by the Gavin Commission, NIF groundbreaking and dignitary visits. But, the most memorable event for Schuld was a luncheon she attended with Congresswoman Ellen Tauscher that was hosted by representatives of the Women's



Joni Schuld

CommunityCHAMPIONS

Association. "I felt so honored to meet her personally and discuss my involvement with the Women's Association," she shared.

The LLLWA has always been an important part of Schuld's work life. For the past 13 years, she has chaired the Scholarship Committee that has since become a keystone of the association, having granted 198 scholarships totaling more than \$65,000. It was Schuld's invitation to then-Direc-

tor John Nuckolls to attend the scholarship awards ceremony that won management support of this outreach as well as initiated a matching funds program.

"I enjoy working on the scholarship committee because I can relate to applicants who are trying to balance work, family life, and school. It is very rewarding. I like helping people and giving back to the Laboratory," she said. "Those who are awarded scholarships are pleased to get the financial help, but I believe they value the recognition and acknowledgment by their colleagues even more."

A tribute to Schuld's dedication and hard work on the scholarship committee came this year with the creation of an award in her name — the Joni Schuld Administrative Excellence Award, designed to honor a recipient who displays "academic merit, a dedication to the Laboratory's administrative excellence, high integrity and respect for the entire team."

Six years ago, Schuld organized a one-day administrative workshop, with the identical program offered on two consecutive days to maximize attendance. The goal of the workshop is to improve communications between directorates, provide information about the Lab's mission and programs, and highlight the important role the non-exempt administrative support staff has in the Lab's operations. The event is now annual, featuring guest speakers, with representatives from all directorates. This year's workshop will take place on April 28 and 29.

"It's important to promote teamwork and to provide an environment for our future admin leaders. The workshop is designed to reinforce this," she said.

Schuld became the administrative assistant to Glenn Mara, deputy director for Operations, when Tarter retired in January. While many folks might have called it quits after such a fulfilling career, Schuld signed up for more "exciting work that benefits our nation."

Workplace environment can ignite burnout

By Linda Lucchetti

NEWSLINE STAFF WRITER

It has become an office buzzword. Many employees experience it.

Burnout — what causes it and how can it be prevented?

The hot topic of today's workplace, burnout, was addressed this week by Christina Maslach, UC Berkeley's vice provost and co-author of "The Truth about Burnout," during the Women's History Month talk, "Preventing Burnout and Building Engagement." The presentation was co-sponsored by the Lab's Worklife Programs Office and the Women's Association (LLLWA).

Maslach has been a professor at UC Berkeley since 1971. An internationally known expert on job burnout, her work has been translated into many languages. She has interviewed people from a wide range of job categories — the medical profession, law enforcement, and crisis counseling — to gain a better understanding of the work-related condition.

"The term burnout is almost too popular now, and very overused," she warned. Yet, when she undertook the study, Maslach was surprised to find little previous research completed on the subject.

Long thought a problem of the individual, now researchers argue otherwise. Burnout is a problem of the social environment in which peo-



Christina Maslach

ple work. Maslach defines burnout as multi-dimensional, comprised of feelings of exhaustion, cynicism and ineffectiveness. At the other end of the spectrum are the positive states of engagement in work — energy, involvement and efficacy.

The burnout-engagement process focuses on the match or fit between the worker and workplace.

"Think of burnout in relation to ergonomics," Maslach explained. "We provide employees tools for their physical needs on the job — proper chairs and work stations. We don't just say

'here's your work area, now adjust.' " Maslach went on to say that human factors are likewise involved in a good job-person fit.

Burnout can occur when there are major mismatches between the worker and the workplace. Mismatch can take place within six areas: workload, control, reward, community, fairness and values.

Organizations have the challenge of creating harmony between people and their jobs in a way that changes the job environment and employee engagement.

Maslach consults with organizations to conduct self-assessments or "check ups" that will help them identify strengths and challenges in their workplace. The results can be used by the organization for designing and implementing a program for organizational renewal.

Lunchtime movie series

Noon, April 15.
LabTV, channel 7

"Jewels in a Test Tube: Biochemist Lynda Jordan." The inspiring story of Jordan's journey toward her research goals, and of her efforts to encourage the next generation of African American scientists like herself, is at the heart of this profile. (60 min.)



Noon, March 30 and April 22.
LabTV, channel 7

"Rocking the Boat: Women Race for the America's Cup." (32 min.)

Noon, April 7 and April 29.
LabTV, channel 7

"The Way Home." Women representing a cross section of cultures in America come together to share their experience of oppression through the lens of race. (92 min.)

Co-sponsored by LLLWA, Chemistry and Materials Science, and the WorkLife Programs Office



NEWS YOU CAN USE



JACQUELINE MCBRIDE/NEWSLINE

Tribute to Chavez

Author Francisco Jimenez reads excerpts from his autobiographical book, “The Circuit: Stories from the Life of a Migrant Child,” a collection of short stories about his migrant child upbringing in Southern California. Jimenez is the director of the Ethnic Studies Program at Santa Clara University and a Fay Boyle Professor in the university’s Department of Modern Languages and Literature. In a tribute to the legendary labor leader, Jimenez said Cesar Chavez inspired him to be an educator and writer.

Jimenez related how his family came from Mexico to the United States as illegal immigrants. The presentation was sponsored by the Amigos Unidos Networking Group and the Worklife Programs Office.

Technical Meeting Calendar

Friday
26

INSTITUTE FOR GEO-PHYSICS & PLANETARY PHYSICS

“The Broad Line Region of the Seyfert Galaxy NGC 5548,” by Norman Murray, Canadian Institute for Theoretical Astrophysics, University of Toronto. Noon, Bldg. 319, room 205. Contact: Wil van Breugel, 2-7195, or Josie Morgado, 2-7181.

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

“Topology-based Exploration of Scalar Fields,” by Gunther Weber, UC Davis. 10 a.m., Bldg. 451, room 1025 (property protection area). For more information, go to <http://www.llnl.gov/casc/calendar.shtml>. Contact: Dan Laney, (CASC) 3-9422, or Leslie Bills, 3-8927.

Monday
29

CHEMICAL BIOLOGY & NUCLEAR SCIENCE DIVISION

“What Terrorists Say,” by Jessica Stern, Kennedy School of Government, Harvard University. 2 p.m., Bldg. 155 auditorium (property protection area). Contact: Dave Smith, 3-5793, smith24@llnl.gov.

Wednesday
31

H DIVISION SEMINAR

“Accurate ab initio Interactions for Atomic and Magnetic Configurational Thermodynamics by the Generalized Perturbation Method,” by Andrei Ruban, Royal Institute of Technology, Stockholm. 2 p.m., Bldg. 219, room 163

(controlled area). Contact: Alexander Landa, 4-3523, or Darlene Klein, 4-2868.

April
2

ICF/HEDES

“Transmission Electron Microscopy (TEM) - What can it do? What does it take?,” by interviewee Joerg Jinschek, LBNL.

10:30 a.m., Bldg. 219, conference room 238. Contact: Bruce Remington, 3-2712, or Anika Rodda, 2-6377.

H DIVISION SEMINAR

“Calculation of Excitons from Time-dependent Density Functional Theory,” by Oleg Pankratov, Universität Erlangen-Nürnberg, Germany. 10:30 a.m., Bldg. 319, room 205. Contact: John Klepeis, 2-6103, or Darlene Klein, 4-2868.

INSTITUTE FOR GEOPHYSICS AND PLANETARY PHYSICS

“The Massive Black Hole in the Galactic Center,” by Eliot Quataert, UC Berkeley. Noon, Bldg. 319, room 205. Contact: Wil van Breugel, 2-7195, or Sharon Taberna, 3-6290.

H DIVISION SEMINAR

“Hierarchical Multiscale Study of Pt Nanoparticles,” by Byeongchan Lee, Stanford University. 10:30 a.m., Bldg. 219, room 163 (controlled area). Contact: Robert Rudd, 2-4292, or Darlene Klein, 4-2868.

April
6

ELECTRONICS ENGINEERING/MICROSENSORS WORKSHOP 2004

Exchanging ideas, describing performance, articulating needs, and

creating cooperative exploration for sensors employed within the Department of Energy weapons community. Monday through Wednesday, April 6-8, 8:30 a.m. – 4:30 p.m., Bldg. 132, room 1000, Q-clearance required. Contact: Tony Lavietes, 3-6766, or Lei Loni Rodrigues, 2-0654.

April
7

UC DAVIS, DEPARTMENT OF APPLIED SCIENCE

“Predicting Dark Energy and Ramifications,” by B. G. Sidharth, International Institute of Applicable Mathematics and Information Science, India. 3 p.m., Bldg. 661 (Hertz Hall), room 7 (open area). Contact: Estelle Miller, 2-9787.

April
26

PHYSICS & ADVANCED TECHNOLOGIES/ N DIVISION

“Development of a Vertex Detector for STAR,” by Eugene Yamamoto, Lawrence Berkeley National Laboratory. 1:30 p.m., Bldg. 211, room 227, badge required. Contact: Ron Soltz, 3-2647, or Pat Smith, 2-0920.

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The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov. For information on electronic mail or the Technical Meeting Calendar list, see the auto registration service on the Web.

AROUND THE LAB



Jesse Yow to lead Environmental Restoration Division

Jesse Yow has been named as the division leader of the Environmental Restoration Division (ERD) in the Environmental Protection Department (EPD). This appointment became effective March 22. The previous division leader, Albert Lamarre, had been selected for deputy department head of EPD.

Yow will provide leadership and direction to ensure that the Environmental Restoration Program meets all of LLNL's Superfund requirements under two federal facility agreements. He also will continue ongoing efforts to develop cross directorate initiatives, which take advantage of the skills and experience resident in ERD.

Jesse has more than 27 years of progressive experience conducting, leading, and developing environmental projects and programs. He earned a Ph.D. in geotechnical engineering from UC Berkeley, has published more than 60 technical papers and reports, and is a registered civil engineer.

Yow has been a group leader in the for-

mer Earth Sciences Division and has extensive experience developing energy and environmental collaborations across many directorates at the Laboratory. His technical skills have been applied to important DOE initiatives such as the Yucca Mountain high-level nuclear waste repository and the Environmental Technologies Program. In the latter, he successfully led efforts to develop thermal and microbiological remediation methods, environmental sensor systems, automation technologies and nuclear waste management technologies.

Environmental Protection Department Head Ellen Raber said: "I am pleased that Jesse accepted this position and look forward to working with him in his division leader role. I also want to thank Judy Steenhoven for serving so capably as acting division leader during the period of the job search. Judy will return to her deputy division leader role. I believe that Jesse and she will make a good team in leading the division in accomplishing its goals."



Jesse Yow

Linda Dibble recognized for outreach work

Linda Dibble of the Cyber Security Program has been recognized by the San Joaquin Engineering Council with the 2004 Distinguished Service Award, which recognizes individuals working in the engineering field who have given freely of their time and services for the benefit of the engineering profession and the community.

Dibble has worked at the Laboratory since 1983. In that time, she has volunteered in countless outreach activities, including Fun with Science, Career Speakers in the Classroom, Math Challenge, Science & Engineering Explorer Post, California Cooperative Education and Internship Association, and Expanding Your Horizons in Science and Math, to just name a few.

Dibble has been a member of the Expanding Your Horizons consortium board since 1998 and has co-chaired its annual San Joaquin conference, designed to nurture girls' interest in science and math courses and to encourage them to consider

science- and math-based career options such as engineering, computer science and biometrics.

She has also been an employer representative for the Laboratory with the California Cooperative Education and Internship Association, a regional association of educators and employers dedicated to supporting college-level internship and cooperative education programs. Since 1997, Dibble has served as a board member for the association and has held various positions in support of its annual conference.

Among numerous achievement awards and certificates of appreciation, Dibble has been recognized by Sandia National Laboratories for her volunteer work with Expanding Your Horizons conferences, by the Department of Energy's assistant cyber security chief information officer for ensuring the success of the Lab's onsite security training program and improving computer security training.



Linda Dibble

UNABOMBER

Continued from page 1

sequent trial resulted in Ted Kaczynski's conviction. It was determined that over nearly a 17-year period, Ted Kaczynski carried out 17 bombings that killed three people and injured 23. Because his targets were mainly airlines and academics, he became known as the Unabomber — for University and Airline BOMBer.

On Tuesday, April 13, David Kaczynski will talk about his experiences before, during, and in the years following his decision to act on his instincts. He will speak as a guest of the Laboratory's Security Awareness for Employees (SAFE) Program.

"Doing the Right Thing — When It's the Hardest Thing To Do"

by David Kaczynski

**Tuesday, April 13, 2004
Bldg. 123 main auditorium
10 – 11 a.m.**

Unclassified

All LLNL employees and contractors and DOE personnel are invited. The program will be cablecast live on Lab TV, channel 2. The program will not be rebroadcast and no videotapes will be available.



David Kaczynski

Starting April 1, Ergo resources will be just a click or two away!

Check out the Lab's New Ergonomic Website

<http://www.llnl.gov/ergo>



CLASSIFIED ADS

See complete classified ad listings at
<https://www-ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1994 - Jaquar XJ6, Vanden Plas, 80K miles, leather, all power, wire wheels, well maintained, \$9,700. 209-239-7185

1991 - Mazda MPV, 125K mi, 6 cyl, all power options, nice shape, well maintained, original owner - \$3500.00 415-543-3643

1999 - Acura Integra GS-R, 2-dr hatchback, 5sp, 87K hwy miles, leather, moonr, AF/FM/CD/Cass, Acura alarm, new tires, orig owner, exc cond, \$9,950 OBO 650-654-4688

1975 - 1975 Cadillac Eldorado convertible, white. 71K miles 7,995 obo 925-455-1486

1995 - GMC Safari, SLT all options, Extended 8 Passenger, AWD,137K miles, Great Condition! \$3900.00/ Best Offer 209-599-4644

1972 - VW Bug \$1299 925-443-9466

2001 - Mustang GT w/bra, silver w/charcoal leather interior, loaded, \$40k miles, \$15,000 OBO 209-836-9077

1993 - Mercury Grand Marquis 155K miles-Original owner, well taken care of. \$2200.00 925-240-6311

2001 - Volkswagen Jetta, Wolfsburg Edition, white, excellent condition, sunroof, 4-Cyl.1.8L Turbo,5-speed, all power, cruise, 39k mi, asking \$13,499. 209-545-1308

1993 - Acura Integra, fully built. LS turbo, low mileage, 2nd owner, many extras, rims, \$7,900 OBO 925-518-4095

2002 - JEEP Grand Cherokee, 4WD, 4-door, a/c, automatic trans, pearl coat blue, well kept, 28.5K mi (still under warrantee), moon roof, roof rack ; \$20K 925-846-3508

2000 - Camaro SS, 6-spd., 37k., Blk/Blk, Mature Owner, Always Garaged, Extras, Immaculate Condition. \$19,500 obo. 925-625-0875

AUTOMOBILE ACCESSORIES

Zymol car kit with full size wax, wash, detail, leather cleaner & conditioner in wood box. Never opened. \$25. 925-648-0671

Looking for a small utility trailer for carrying lawn mower and garden equipment. 209-537-2961

Complete Reese 15K 5th Wheel Hitch with Mounting Kit. Brand New - Only used three to four times. \$300 or best offer. 209-832-7204

2003 - 16x10 Black Mods with B.F.G.315/70/16 Mud Terrains Only 500 Miles. Off of 8 lug chevvy. 600.00 FIRM 209-836-1715

BOATS

1993 20 foot Javelin Bass/Ski boat with all fish and ski accessories. Full electronics, excellent condition. Must see. B/O 925-447-8913

1997, Tahiti Ski Boat. Inboard/Outboard Merrcruiser engine. Very low hours-79. Excellent condition, cover and trailer. \$7900 obo. 925-245-1585

1994 SEARay 200 Overnighter, 20ft. cuddy cabin w/porta potti, 305 eng. w/merc out-drive, canvas, trailer. \$9500.00 925-437-5950

ELECTRONIC EQUIPMENT

15inch LCD/Flat Panel monitor, KDS Rad-5. Like new, sleek small footprint, 17inch CRT view area. - \$235 415-543-3643

Intel Pentium 1 computer, monitor, key-board, printer, & cords all for \$75. Good for kids and/or parts. Call for info. 510-305-4996

Texas Instruments TI-83 Statistics Calculator. Barely used. \$75 includes calculator, user manual, & cords. About \$100 new. 510-305-4996

Dell 1.1GHz Celeron, 40GB, 512RAM, 14.1-inch monitor, 64mb video, \$500 obo 209-835-8065

Home security system. Wireless with 2 door sensors, 2 motion sensors, and remote control. Modular design allows other sensors to

be added. \$50 925-455-8609

Travel charger kit for Palm Pilot IIIc. New, sealed. \$20 925-455-4484

GIVEAWAY

White toilet, 1.6 gpf, good condition. Had to be removed during remodeling. 925-371-1076

Canna bulbs and a rose colored water lily. 925-373-8297

Compost bin. Smith & Hawken Biostack - top of the line. 925-456-5848

HOUSEHOLD

Toddler bed (red metal frame), \$15, rocking chair, \$10. Both in good condition. 925-371-1076

Air Conditioner, window, 5000 BTU, 6 yrs old, \$70. Oak rolling computer cart/desk w/ pullout keyboard tray, \$70. 925-294-9022

Entertainment Center, Oak, smoked glass doors w/shelves. \$100.00 OBO Crib, wooden, portable, w/misc. 100.00. 925-606-1637 8415

Used double pane window inserts for international window frames - still work fine. Several about 2ft sq. \$5 each. 925-447-8415

Couch and matching loveseat. Good condition, need cleaning - \$50. 925-634-7513

Jewelry Armoire, Dk. Cherry finish, 2 side cabinets, 6 dwrs (2 w/sections). Top opens, has mirror and area for rings, etc. 10 months old. \$40.00 209-836-4550

Fine China, Sango Debutante. Large set w/8 serving pieces. Make offer 925-447-0220

Italian Leather Sofas. Full size coach and love seat. Off white/cream color. Slightly worn, but very comfortable. \$175.00 Call Christy for info. 510-305-4996

Off-White Leather Sofa and Love Seat - Great Condition - You Pick Up. \$600.00 for both! \$50.00 gift cert. for Dress Barn, sell for \$40.00. 925-373-0751

Sylvania 19inch color TV. Used & in good condition. \$35.00. TV is black in color. 925-784-1291

Solid oak roll top desk,with locking top. Quality desk in excellent cond. \$500 firm. Oak twin bookcase headboard with mattress. \$50 firm 925-516-8339

Single bed bases (2) with headboards and drawers. One mattress. Will bring to lab. \$75 for the lot. 925-283-7134

Leather sofa, 7-foot, tan, excellent condition, \$300. 925-485-1912

Kenmore washer and dryer. Good condition. \$75.00 each. Call after 6 pm 209-830-7978

Table, clear straight grain rubberwood, 30Wx30Lx36H inches. \$20 925-455-8609

Set of 4 bar stools. Heavy oak construction. Excellent condition. \$200.00. 925-447-9276

DESK, old style executive. Dark wood, 54 x 29 inches. \$50.00 925-455-1730

MISCELLANEOUS

Various 1951 and 1952 Large Bowman Football Cards. Errors, Commons and Stars! Good condition. Will sell below list price. 925-989-1159

Thomas wooden railway, 100 piece set w/ storage box--Sodor Rescue Team Set. NEW & unopened, not \$300, only \$175. 925-294-9022

CDs, Beyonce's new Dangerously in Love & Star Spangled Banner. \$10. 925-648-0671.

Desk - Brand new still in the box. Oak w/steel frame. Pull out keyboard shelfe. Storage areas for printer and computer. Asking \$45. 925-784-1291

Handcrafted 2-piece entertainment center. Dark brown in color. Each about 2ftW ,1 1/2ftD, 6ftH, w/ 7 adj shelves. \$75.00. Call for more info. 510-305-4996

Baby Gear:Infant soft carier (Sungli) \$10, walker \$10, high chair \$20 (reclines and has adjustable hight), infant carseat w/base \$20. 209-239-2377

Have old Erector set with no project book. Would like any Erector set project book to copy. 925-706-8179

Craftsman 10in Radial Arm Saw \$100 Campbell-Hausfield Aircompressor \$50 Ryobi 10in Chopsaw \$25 All in great condition. 925-462-8968

4 indoor football tickets (SaberCats v. Avengers)3/26, 7:30. Good seats. Org. \$20 per ticket but will take \$10 per ticket 925-249-9186

Sofa arch lamp. Brass with five large globe bulbs. \$30 925-455-8609

Moving Sale: Maytag washer/dryer \$400, excellent condition. Bedroom set, Drexel, Qn. bed, dresser/mirror, armoire, 2 end tables, \$500/bo 209-839-0872

AIR COMPRESOR, Campbell Hausfeld professional 4.5 hp. 26 gallon tank, cast iron, Like new condition, \$250.00 209-835-7149

Two tickets to The Lion King. Orpheum Theatre-SF, 4/1 at 8pm. Orchestra seats \$82 each. 925-426-0334

Troybuilt rototiller, Honda engine needs lots of TLC. seals needed in tiller unit, motor needs rings. 1st \$20 takes it, you pick it up in Tracy. 209-835-8976

Shop Smith with many attachments. In good condition \$450.00 OBO 925-443-4065

MOTORCYCLES

2003 - Yamaha TT-R250 - Hardly used - Too much for new rider. Aluminum stand included. \$3,000 obo 209-825-6564

1994 - Harley Dyna Low Rider 17K miles, detachable windshield, sissy bar & saddle bags, 3 seats, cam, carb, pipes, chrome, extras, excellent, \$11700 obo 925-634-4408

2003 - Kawasaki Ninja ZX-6R, warranty valid thru 3/2007, only 700 miles, \$7000 510-861-2340

1981 - Kawasaki 440LTD belt drive, 22K miles. Excellent condition, garaged, original owner, no dents or scratches, good paint, \$1000 925-443-6531

2002 - Kawasaki Ninja ZX6R excellent condition 4000 mi. yellow/black,new rear tire,full muzzy exhaust,jet kit,flush lights 6k/BO. 925-368-6505

Race Kart, built for small child, Briggs, Alcohol and gas set up. After 5pm \$1000 209-838-0304

2002 - Trail 70, by JMC, Corp. improved with CDI ignition, rear grab rail,low miles. I paid \$1600 sacrifice \$1200. LOOK at http://old-honda.com 209-835-8976

MUSIC INSTRUMENTS

Bass Amplifier Fender BXR 100. Great for beginner or expert. Works great. \$200. 925-989-1159

Lawery model SS electronic organ. Needs work, but pretty fresh. Make offer, you haul. 408-897-3313

Suzuki violin, 1/4 size, Wolf violin headrest (1/2 size), Violin Strings, all like new. Make offer 415-543-3643

Cymbal stands. Yamaha,heavy duty,double braced,triple boom style. Hardly used! 2@ \$175.00 each. 925-373-6255

Piano. \$350 includes tuning within 25 miles of LLNL. 925-371-6997

DRUM SET. Ludwig,5pc, Rocker series in white,includes cymbals! Mint condition!! \$395.00 925-373-6255

PETS & SUPPLIES

Ball Python, 40 inches, very friendly, with cage, heaters, etc. \$75 925-846-3870

Black Lab named Ruger, FREE to good home. 8 yrs old, already trained, Igloo house included. 209-836-4383

FREE female gray tabby cat, spayed, declawed, very friendly, carrier, food 209-836-9166

Keyon sand BOAS (snakes) \$25 each. Located in Manteca. 209-606-6445

COCKATIELS 6 total with cage. 1 breeding

pair and 4 five month olds. Cage 3ftx4ftx5ft galvanized steel. \$425. 209-518-0397

Bearded Dragon 2 yr old, 14 in. long, male? Includes glass cage (24x24x12) w/screen cover, & heat lamps. \$125 209-832-8515

BEAGLE PUPPIES. AKC registered. Show quality. Parents on site. Females \$700. Males \$600. Available now. 925-449-9078

Indoor black cat 4 years old, looking for good home. She is healthy, loving and sweet in personality. Good with Children & dogs. 209-892-2369

RECREATION EQUIPMENT

Golf Club Set, Foremost 551. Mens RH. Titanium reinforced. Complete pkg. includes hands-free stand bag. Great starter set! \$100.00 takes all 925-606-6515

DP-1500 Home Gym. Bench press, seated press, leg extension. \$40 OBO 925-245-0166

Bike rack. Rhode Gear Spare Tire Shuttle. Holds 2 bikes on rear-mounted spare tire. \$30. 925-456-5848

Boxing hardware. Adjustaable, heavy bag rafter/beam clamp. Heavy duty. Unused! \$50.00 925-373-6255

RIDESHARING

Express your commute, call 2-RIDE for more information or visit http://www-r.llnl.gov /tsmp

San Jose - Carpool wanted. M-F, 8 hours/day at LLNL. Hours flexible. Prefer 6am-3pm work schedule 925-321-2061, ext. 3-3157

Stockton - Attention 9/80 workers. SMART, has a bus leaving from Stockton for 9/80 hours of 7:00 to 4:30. Contact 209-951-8738, ext. 2-9183

Modesto - Working 4-10s and want to van-pool. Luxury van on the 6am to 4:30 shift runs Mon. through Fri. Seats available. 209-667-2365, ext. 2-8321

Modesto - Vanpool, Modesto to LLNL, 7:00 to 3:30 shift. 209-848-0365, ext. 2-9102

Lafayette - LaMorinda Vanpool (also WAL-NUT CREEK stop at Rudgear Rd): reclining seats, reading lights, 7:45-4:45, \$105/mo (pretax reduction available) 925-943-6701, ext. 2-3005

Oakland/Montclair - Vanpool seeks additional riders. 5/40 schedule: at LLNL 8:15-5:00. Fare depends on # subscribers; \$132/mo if one additional. 510-530-1289, ext. 2-9831

SERVICES

Quality color slides & 4x5 transparencies of your artwork, quilts, scale models. Livemore studio or location, 925-449-0107

Piano Tuning--your place or mine. 10% LLNL discount on regular tuning. 925-371-6997

Clothing alterations, repairs, and new clothing construction. 925-447-4161

SHARED HOUSING

Livemore - furnished room for rent. Clean/quiet. Pool. No pets/no smoking. \$550.00/month. Share utilities 1/3. Deposit. Mature adult. 925-449-1128

Livemore - Master Bdr, private bth, 2 mi. 2 llnl \$650/mo + share pge 925-373-6211

Livemore - Master bedroom/bath to rent in 2 bedroom apt, close to lab, washer/dryer in apt, female preferred, \$650/month 925-371-8678

TRUCKS & TRAILERS

1999 - Durango, Maroon w/tan lthr int, new tires, tow pkg. 3rd row, CA Concepts pkg, tuned 2/04. Exel cond, need bigger vehicle! 82k mi. 925-980-3121

1981 - GMC pickup, 3/4 ton with tow pkg., \$2,000/OBO 925-447-4161

1997 - Yanmar Diesel tractor, 14hp., bucket, scraper box, and roto-tiller, low hours, ideal for small ranch. \$7500.00 925-513-4488

1971 - GMC 3500 Longhorn,402BB,PS,

PDB,Air,Auto,CD,3000 miles on motor. Excellent condition. Must see to appreciate.Call for more info.\$7900 or BO. 209-823-3848

1991 - Mitsubishi Montero 4X4 118K miles-New tires \$2800.00 925-240-6311

2004 - New GMC Sierra Truck, SB, Reg. Cab, ABS, AC, hitch, metallic grey, \$12,800, call x29914 or 510-252-9596

1995 - Jeep Wrangler, 72K miles, 4WD, soft top, good condition, \$5300. 925-292-1024

1970 - Chevy p/u short bed 350/350 400 HP all new motor, roller rockers, holley 650 mallo-ry, headers, flow masters, brakes, rear end, \$6500.00 o.b.o. 925-240-5130

VACATION RENTALS

Cozy mountain cabin with lakes, fishing,hiking. 4 bedr, 2 bath. Wood burning stove. Great spring fun. 925-245-1114

Sooo cute beach cottage in Santa Cruz. 2 bedr, 2 bath. 4 blks from ocean. Fully equipped kitchen, spa. Near boat harbor. 925-245-1114

SOUTH LAKE TAHOE - 3 Bedroom 2 Bath Chalet, nicely furnished, all amenities,Off-Season Rates Now, Reserve Now for Summer Vacation! 209-599-4644

Solana Beach/Del Mar - Oceanfront condo, Deluxe 2br., 2 1/2 ba., fully equiped, tennis, pool, jacuzzi, gated and covered parking, near San Diego attractions. 925-443-2271

Hawaii Condos - Kamaole Sands Resort, Kihei, Maui, ocean and garden view; Fairway Villas Resort, Kona, BI, middle of the gulf course. 209-836-2413

Maui, HI - Kahana Reef oceanfront 1BR/1BA condominium. Beautiful two-island view, oceanside pool, and BBQs. LLNL rates for year-round reservations. 925-449-0761

WANTED

Pool Filter, Cartridge type. 925-443-8449

Wanted to buy: Used red clay bricks. 925-606-0260

Need help with a project? No job to small! Yardwork, painting, cleaning, etc. \$14/hour 925-455-0847

Wanted 2 bdrm/2 bath or 1 bath place w/garage in Livemore for senior citizen on a budget. Can pay up to \$1200.00. 925-449-6716

Looking for lifted/non lifted truck. Chevy/ ford. Needs to be under 8k with stereo (cd) and AC. 925-447-4840

Rolling Frame from ATV Quad. Any Make. Any Year. 925-455-1730

Need to have a VSH tape repaired. Tape is not wound. Please help! 925-373-0322

HOT WHEELS from the 60s, 70s, and 80s. If you have any diecast vehicles, please call me. 925-325-1123

Early VW Rabbit Diesel. 1977-1979 non-sun roof model, straigh accident free. Will give it a good home. Doug 925-376-1595

Lawn services needed, once/twice a month in Livemore. Small front yard and large backyard. Excellent for teenager to earn a little extra income. 925-606-5315

Help wanted. Detail-oriented person needed to clean home in Livemore, weekly or biweekly. 925-455-6434

Please note:

Services and merchandise listed in *Newsline* are not guaranteed. It is up to the buyer to scrutinize services purchased.

Due to space limitations, *Newsline* may withhold ads that have already run. They will still appear on the Web.

MCDONALD

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are unforgettable.”

Born in Hattiesburg, Miss., in 1928, his Depression-era childhood was spent at more than two-dozen addresses (and nearly as many schools) in nine states as his family sought work. In 1947, on his third trip to California, he entered the UC Berkeley, where he received his bachelor’s degree in 1950, his master’s degree in 1952 and his Ph.D. in 1954 — all in physics. His thesis was on “Pair Production in the Field of Orbital Electronics by a Total Absorption Method at 300 MeV.”

He began working at the Berkeley Radiation Laboratory in 1952 while a graduate student at UC Berkeley. Though technically an ensign in the U.S. Naval Reserve, he was “drafted” by the Army to join the growing team at the new Radiation Laboratory in Livermore in 1954. He followed the XR2 linac used for his thesis research from the Berkeley Radiation Lab to the Nevada Test Site until it found a permanent home in Bunker 312-S.

At the Lab, McDonald became a primary weapons designer, serving as a weapons program group leader (1957-62), deputy leader of B-Division (1962-63), B division leader (1963-67) and deputy to the associate director for Military Applications (1967-68). From 1968 until 1973, he served as associate director for Military Applications. In addition to work on the Plowshare Program, his first tenure at the Lab was marked by work on the Minuteman III and Polaris/Poseidon MIRV programs.

The Atomic Energy Commission honored him in 1974 with an E.O. Lawrence Award for his work on nuclear weapons. Beginning in 1974, he served as vice president, technical for the firm of R&D Associates in Marina del Rey. He returned to the Lab in 1988 to serve as associate director-at-large before retiring as associate director-at-large emeritus in 1993.

Longtime colleague Bob Burnett recalls that

“Chuck had very high personal and professional standards for both himself and for the organizations with whom he worked. That was the hallmark I observed as we worked together on many projects. Further, when he heard something incorrect on a technical or strategic level, he was always heard and never gave up until the correction was made. His batting average on these matters was very high, well above 90 percent. He expected others to be the same.”

McDonald served as member or chairman of many national committees, including the Air Force Scientific Advisory Board, Department of Defense DSB (Defense Science Board), Department of Defense Policy Board, Navy Polaris/Poseidon Steering Task Force, Army Missile Science Advisory Group, Defense Nuclear Agency Scientific Advisory Group on Effects, Joint Strategic Target Planning Staff Scientific Advisory Group, the Defense Science Board Task Force on Strategic Modernization, and the Department of Navy Fleet Ballistic Missile Weapons Systems Steering Task Group, capped with 28 years of service on U.S. Strategic Command’s Strategic Advisory Group.

Active in retirement, McDonald was honored with three medals after leaving the Lab. In 1996, he received the Distinguished Public Service Award by the chairman of the Joint Chiefs of Staff, one of the first chairman’s awards ever given. In this, McDonald was cited “for distinguished public service in the Department of Defense in a succession of extraordinary, voluntary contributions to the Commander in Chief, U.S. Strategic Command, and the directors of the Joint Strategic Target Planning Staff, through meritorious service as a member of the Strategic Advisory Group from July 8, 1971 to December 31, 1995, and as chair of the SAG Weapons Subcommittee for the last seven years.”

A second award — the Outstanding Public Service Award of the Secretary of Defense — was also given in 1996 and was for “outstanding public service to the Nation, the Secretary of Defense, and the Commander in Chief, U.S. Strategic Command through exceptionally meritorious civilian service as a member

of the U.S. Strategic Command Strategic Advisory Group Green Team from January 1, 1996 to August 30, 1996.”

The third honor was the Department of Defense Distinguished Public Service Award awarded in 1999. In it, McDonald was cited “for distinguished public service to the Nation, the Secretaries of Defense and Energy, and the Commander in Chief, U.S. Strategic Command through exceptionally superior civilian public service as a member of the U.S. Strategic Command Strategic Advisory Group, and chairman of the Weapons Subcommittee and Stockpile Assessment Team from September 1, 1996 through May 1, 1999.”

In making this last award, CINCSTRAT Adm. Richard Mies noted that “Dr. McDonald has rendered his services at considerable personal sacrifice, motivated by true patriotism, good citizenship, a sense of public responsibility, and a deep conviction that the nation’s security depends on maintaining a credible deterrent through effective strategic forces.”

In his personal life, McDonald applied his passion for rigorous scientific methods to a quarter century of genealogy research. Having written five chapters on the lives of his ancestors, he left the chapter on his own life unfinished. Persons having unclassified stories, anecdotes, tales, snapshots or mementos from McDonald’s life that they can share are encouraged to forward them to McDonald’s son Peter at peter@sfmi.com or drop them by Trailer 1579 where his family would be pleased to receive them.

McDonald is survived by his wife of 52 years — Marjorie M. McDonald of Westlake Village, Calif., to whom he was endlessly devoted and supported, and by his sons Michael of Moorpark, Calif. and Peter of San Francisco, sister Alexine of Huntington Beach, Calif. and four grandchildren. Memorial contributions may be made in his name to the American Cancer Society or your favorite charity.

His family will hold a private memorial this Saturday, March 27, in Westlake Village. He will be buried at Cypress Lawn Cemetery in Colma, Calif.

RESEARCH

Continued from page 1

that Livermore as well as other nations are conducting in this field.

Micro sensor to detect chemical and biological toxins

Brandon Weeks, Jim De Yoreo, Aleksandr Noy, Julio Camarero and Abigail Miller of LLNL’s BioSecurity and Nanosciences Laboratory will be showcasing a cantilever-based micro sensor, smaller than the size of a human hair, which can detect chemical and biological toxins in fluids.

“The idea is to make an autonomous type instrument that would eventually be placed in water sources to detect any chemical or biological pathogens,” Weeks said.

To date, the instrument has been used for the detection of specific strains of salmonella

by coating one side of the cantilever with antibodies. The device can detect as few as 25 organisms at a time.

Measuring trace amounts of uranium and plutonium

At Livermore’s Center for Accelerator Mass Spectrometry, Alfredo Marchetti and a team of Livermore scientists have developed an accelerator-based system to measure very small amounts of long-lived radionuclides, specifically Uranium 238 and Plutonium 239-244, in a wide variety of sample types including urine, soils and other biological and environmental samples. Conventional radiometric methods cannot detect quantities this small, Marchetti said.

“A current application of this technique to measure Pu-239 and Pu-240 in people who may have been exposed either occupationally or

environmentally,” he said. “This is also a potential counter-terrorism tool that can be used to detect if someone was exposed to actinides while making a dirty bomb.”

Carbon dioxide capture and sequestration technology

Greg Rau of the Energy and Environment Directorate will discuss how the accelerated weathering of limestone can serve as a low-tech, inexpensive, environmentally friendly carbon dioxide capture and sequestration technology.

Significant climate and environmental risks are posed by the billions of tons of carbon dioxide that are emitted annually to the atmosphere by the industrialized world. One possible remedy is to capture waste CO² and sequester it from the atmosphere.

Working along with Ken Caldeira and Kevin Knauss, Rau’s research involves a simple geochemical process that hydrates CO² with water to form a weak acid solution that is then reacted with limestone to form dissolved calcium bicarbonate. This solution is then released into the ocean, adding minimally to the large pool of calcium bicarbonate already present in seawater. The addition of these ions may, in fact, be beneficial to marine life.

“In coastal settings where seawater and limestone are plentiful, this form of CO² mitigation would be quite cost-competitive with other technologies that the Department of Energy is contemplating,” Rau said.

Another Livermore project showcased during the poster session on Sunday (March 28) is research investigating the effects of dietary carcinogens on cell proliferation in breast cancer.

For more information on other Livermore presentations, go to <http://oasys2.confex.com/acs/227nm/techprogram/> and search under Lawrence Livermore.

The 227th ACS National Meeting and Exposition will take place from Sunday, March 28, through Thursday, April 1, at the Anaheim Convention Center.

A blooming success



Charity Smith, Kirsten Sprott and Florann Mahler sort daffodils Monday morning to distribute to employees who ordered flowers for Daffodil Days sponsored by the American Cancer Society. Organizers said this year’s sales surpassed sales in 2003.

BOB HIRSCHFELD/NEWSLINE



THE BACK PAGE

WORKFORCE

Continued from page 1

al leadership from Director Michael Anastasio. To ensure the Laboratory has the necessary blend of talents to meet its current and future missions, the Laboratory must actively seek ways to develop and retain the diverse leadership and skills it will need to remain competitive, successful and an “employer of choice.” The most significant of these changes is the new Integrated Pay and Performance Program (IPPP), the largest revision of the Lab’s performance appraisal, ranking and pay system in the last two decades. IPPP provides greater Laboratory-wide consistency in our approach to performance management and ranking. The program links total

contribution more directly to pay, and holds management accountable for effective program implementation. As part of the IPPP program, the Lab also made significant changes in the ranking process for 200 job series employees, establishing greater consistency across the institution. Last year, 200 series ranking criteria were developed by each directorate, and approved by the director. This year, ranking criteria are being developed for the 300 job series for publication in May 2004 and implementation in June 2005. Employees in both the 200 and 300 series are ranked using a relative value ranking methodology. Relative value ranking repeatedly surfaced as a best practice in the Laboratory’s survey of high-achieving companies. The changes implemented in our IPPP will help ensure that LLNL conducts relative value ranking in a

manner consistent with these best practices. This year absolute value ranking, which evaluates employees against fixed criteria, will be implemented for the 400 and 500 job series. This will be expanded to the current 100 job series effective April 2005 after implementation of the Lab’s overall restructuring of administrative & specialist jobs (primarily the 100 job series, excluding the 175, 196 and 197 classifications). This process is currently under way. More information on the A&S restructuring can be found at <http://www-r.llnl.gov/ASR/index.html> The Laboratory will continue to examine its performance management system on a routine basis, revising as appropriate. Updates will be provided in *Newsline*. For more information on performance management and the ranking process, see the Web at <http://www-r.llnl.gov/IPPP>.

New Websites provide UC contract information

Two new Websites designed to provide University of California employees with current information on the upcoming competition for the Lawrence Livermore, Los Alamos and Lawrence Berkeley national laboratory contracts were unveiled this week. The sites, which can be accessed via LLNL’s internal portal front page, were developed by the University of California and LLNL to help keep lab employees of the three UC-managed laboratories up-to-date on the progress of the contract competition and related management issues. “Contract competition for these laboratories is something new for the University of California,” LLNL Director Michael Anastasio said. “While we cannot answer all the questions yet, the Websites are one way to keep up to date on the latest developments.” The new Websites provide background information on the laboratories’ existing contracts and

the labs’ relationship with the rest of UC and its campuses, links to the latest contract news, and updated status reports on the competition. A “Your Responsibilities” section on the LLNL site provides guidance on employees’ roles and responsibilities during the contracting process. “The most important thing all of us who work at the Lab can do to ensure a successful (contract) outcome is to maintain our focus and continue our commitment to the Lab’s mission,” Anastasio said in a memo to LLNL employees. “Change — even the prospect of change — can be unsettling. But we can’t let it distract us from our vital work on behalf of the nation’s security and wellbeing. “One of LLNL’s most important values is ‘Passion for Mission.’ Knowing the level of dedication LLNL employees have always had to our mission, I’m confident that we will maintain that dedication, passion and focus while the contract competition process runs its course.”

EXERCISE

Continued from page 1

explosive devices and community partners. But an alert high-voltage electrician, Edward Villafana, noticed the objects in the electrical yard. He immediately telephoned the Security Department to report the suspicious circumstances. Despite this unanticipated jump-start, the remainder of the exercise went very well according to Associate Director Dave Leary, who served as exercise director. “About 250 Laboratory and DOE staffers participated, and we anticipate a favorable evaluation,” Leary said. Security department manager Russ Miller added that the Villafana’s call to report the suspicious boxes clearly demonstrates how ISSM is imbedded in Lab culture. “When you notice something suspicious in your work environment, report it,” Miller said.

Science and Engineering Fair



Melinda Ng (left) and Jim Yu (right) of Foothill High School in Pleasanton explain their project, “Pseudoestrogen Affecting the Growth of Fish,” to the Laboratory’s Dorothy Bishop, a judge at the Tri-Valley Science and Engineering Fair held Thursday in the San Ramon Valley Conference Center. Look for additional coverage of the fair and announcement of the winners in next week’s *Newsline*. The fair is open to the public today, 10 a.m. to 7 p.m., and Saturday, 10 a.m. to 3 p.m. Admission is free.



Newsline
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